

## **MINUTES**

### **UTAH SOCIAL WORK LICENSING BOARD MEETING**

**October 12, 2006**

**Room 475 (formerly 4B) – 4<sup>th</sup> Floor – 9:00 A.M.  
Heber Wells Building**

**CONVENED:** 9:06 A.M.

**ADJOURNED:** 4:00 P.M.

**Bureau Manager:**  
**Board Secretary:**

Noel Taxin  
Karen McCall

**Board Members Present:**

Joyce Stowe-St. Clair  
Dennis R. Frandsen  
Jean V. McAfee  
Steven Fisher, Board Chairperson  
Mark de St. Aubin

**Board Members Absent:**

Patsy J. Smith  
Tammer M. Attallah

**Guests:**

Craig Jackson, Division Director  
Cheryl Rudy, Licensing Specialist

#### **TOPICS FOR DISCUSSION**

#### **DECISIONS AND RECOMMENDATIONS**

##### **ADMINISTRATIVE BUSINESS:**

Read and approve the September 7, 2006 Minutes.

Mr. de St. Aubin made a motion to approve the minutes with minor revisions. Ms. Stowe-St. Clair seconded the motion. **The Board vote was unanimous.**

##### **BUSINESS FROM PREVIOUS MEETING:**

Comments from Board members regarding the SSW section of the Rules

This item was deferred to later in the agenda.

## **APPOINTMENTS:**

### **10:00 A.M.**

Megan Heath, probationer, and Krista Aller,  
Supervisor, Probationary Interview

Ms. Heath and Ms. Aller met for Ms. Heath's  
probationary interview.

Board and Division staff were introduced.

Ms. McAfee conducted the interview.

**Ms. McAfee explained that Ms. Heath is meeting to update the Board on how she is doing, where she is working, how supervision under Krista Aller will be conducted and for the Board to consider approving Ms. Aller as Ms. Heath's supervisor.**

Ms. Heath submitted her supervision plan for the Board to review.

**Ms. McAfee read the plan to the Board.**

**Mr. de St. Aubin asked if Ms. Heath and Ms. Aller have read the Laws and Rules and are familiar with the supervision requirements as outlined in the Rules.**

Ms. Aller responded that they have read the Rules and are familiar with the requirements. She explained that Ms. Heath is required to obtain a minimum of 4000 hours of supervised mental health therapy experience, of which 1000 hours are specifically in mental health therapy with clients and 100 hours must be face-to-face with the supervisor.

**Mr. de St. Aubin added that there are additional requirements at the end of the Rules under R156-60a-601. Duties and Responsibilities of a LCSW Supervisor. He gave Ms. Aller a copy of the Laws and Rules and recommended she and Ms. Heath review the documents.**

**Ms. Taxin stated that Ms. Heath is required to meet once a week with the supervisor. She asked if Ms. Heath and Ms. Aller are meeting that requirement.**

Ms. Heath responded that she only works as a Certified Social Worker 10 to 15 hours a week and she was thinking that one or two hours of supervision a month would be adequate.

**Ms. Taxin responded that one or two hours of supervision a month would be accepted as long as Ms. Heath is only working 10 to 15 hours a month. Ms. Taxin explained that the supervision is to help Ms. Heath learn and grow while on probation. She concluded that Ms. Heath should have her supervisor readily available.**

Ms. Aller asked if it would be acceptable for phone calls between meetings.

**Ms. Taxin then asked if there is an LCSW that works with Ms. Heath.**

Ms. Heath responded that there is a SSW but no LCSW.

**Ms. Taxin explained that Ms. Heath must have an LCSW at her facility for her to be working as a Certified Social Worker.**

Ms. Heath responded that Ms. Aller is working as the consultant and being compensated by the Administrator.

**Ms. Taxin stated that if Ms. Aller is being paid by the facility then she would be an appropriate supervisor. She stated that Ms. Aller should be reviewing case notes and report on how many files were review and what she is noticing in the reports, ie: positive interaction, documenting accurately, etc. Ms. Taxin stated that if Ms. Aller and Ms. Heath should address any issues, those issues should be outlined on the report.**

**Mr. Fisher stated that it is very important for Ms. Aller to review and report on the case notes as she is the eyes for the probation.**

**Ms. Taxin stated that Ms. Heath is in therapy and Ms. Aller should not act as the therapist but could**

**address the home and work stress issues and coping methods to put in place in Ms. Heath's work environment. Ms. Taxin stated that the goal is to get Ms. Heath on track and to keep her on track. She asked Ms. Heath if any patients were affected by her actions.**

Ms. Heath responded that she did not think any patients were harmed but she knows that she could have been a better employee and therapist if she had been sober while at work.

**Ms. Taxin stated that Ms. Aller will be required to submit monthly reports for the first 6 months and then, when approved, the reports would move to quarterly.**

Ms. Heath thanked the Board for allowing her to be on probation to get her life in order and thanked Ms. Aller for giving her the support she needs at this time.

**Ms. Taxin stated that the probation time will count toward her supervised hours for the LCSW license. She stated that Ms. Aller will need to fill out the supervision form when the hours are completed.**

**Mr. de St. Aubin asked Ms. Heath how she handles being around drugs at the work place.**

Ms. Heath responded that she is very aware at her place of employment and is able to walk past the medication care. She stated that she has not been tempted into thinking that she could take meds off the cart. Ms. Heath stated that she knows if anything was missing she would be the first person to be approached.

**Mr. de St. Aubin asked if Ms. Heath's employment would hold her accountable for her actions.**

Ms. Heath responded that she would be held accountable.

**Ms. Taxin asked Ms. Heath what she would do if she had a desire to use the meds at the facility.**

Ms. Heath responded that she has worked for Hospice

and there were medications everywhere. She stated that she can get drugs legally so she does not think about obtaining any illegally. She also stated that she will not risk her job to use alcohol or drugs.

**Ms. Taxin asked if Ms. Heath would go to her husband or Ms. Aller if she felt the need for alcohol or drugs.**

Ms. Heath responded that she is in recovery and would contact her sponsor.

**Mr. Fisher asked if Ms. Heath is in individual therapy.**

Ms. Heath responded that she is in therapy.

**Mr. Frandsen asked if Ms. Heath is in a drug program.**

Ms. Heath responded that she is in a Court ordered drug program for a year. She stated that the Drug Court is very strict and any problems can set you back for months to complete the program.

Ms. Heath stated that she is doing well in her work place which is a part-time job. She stated that the Drug Court requires her to work 40 hours a week and she still working the second job as a waitress to get the required hours. She stated that if she is out of work for a 2 week period, she goes to jail. Ms. Heath stated that she would like more hours as a Certified Social Worker but cannot quit this job until she has another one to go to. She stated that there is currently an opening at Cache Valley Specialty Hospital that she has applied for and has an interview on Monday.

Ms. Aller stated that the position would be an excellent opportunity for Ms. Heath. She stated that the Drug Court schedule is very busy schedule. Ms. Aller stated that she has given Ms. Heath several suggestions to help her through the interview.

**Mr. de St. Aubin asked how a change in employment will affect Ms. Heath's supervision.**

Ms. Aller responded that the supervision should not be

a problem. She stated that she will contact the hospital if Ms. Heath obtains employment there.

**Ms. Taxin requested Ms. Heath to contact her to discuss the supervision and employer requirements if she gets the position. Ms. Taxin stated that Ms. Heath will have to get an employer letter regarding having read the Stipulation and Order and agreeing to support her in being successful in the probation.**

Ms. Heath responded that she thinks disclosure of the probation may stop the process of her being considered or hired.

**An appointment was made for Ms. Heath to meet again in January 2007.**

**Ms. Taxin explained that the 2007 schedule has not yet been finalized and Ms. McCall will notify Ms. Heath when the schedule is completed.**

**10:20 A.M.**

Robert Anderson, Probationary Interview

Mr. Anderson did not meet for his probationary interview.

Ms. McCall explained that she received a phone call about October 3, 2006, from Josh Anderson regarding Robert Anderson going out of town and would not be available to meet on October 5, 2006. Ms. McCall informed Josh Anderson that the Social Work Board would be meeting on October 12, 2006 and Robert Anderson should be back in town and able to meet with the Board at that time. Josh Anderson responded that Robert Anderson should be at the October 12, 2006 meeting.

Ms. McCall then explained that she received a phone call yesterday, October 11, 2006, from Josh Anderson again stating that Robert Anderson would be out of town on family business and unable to attend the October 12, 2006 meeting. She stated that she requested Robert Anderson to make contact with the Division when he is unable to attend his probationary meetings as they are required by his Stipulation and Order and important to his being in compliance with his Order. She asked Josh Anderson to request Robert

Anderson to submit a letter to the Division and Board regarding his reasons for not attending this meeting.

**Mr. Fisher asked Ms. Taxin if a Board member should make a motion regarding Robert Anderson's compliance with his Stipulation and Order as he did not meet today. Mr. Fisher stated that the Division only received a phone call from Josh Anderson and did not receive a formal notification from Robert Anderson regarding his attendance at today's meeting.**

**Ms. Taxin responded that the Board could make a motion of non-compliance or could excuse his absence from today's meeting.**

**Mr. de St. Aubin stated that a motion of non-compliance would probably be pre-mature as the Board should probably not make a judgment without having an explanation. Mr. de St. Aubin stated that it is also an error on Robert Anderson's part to have Josh Anderson contact the Division on his behalf.**

**Ms. Taxin reminded the Board that it is a requirement of Robert Anderson's Stipulation and Order to meet with the Board.**

**Ms. Stowe-St. Clair commented that Robert Anderson should be able to make contact by telephone from anywhere in the world to notify the Division that he would be unable to keep his appointment. She stated that the Board would probably not need to make a motion at this time as it is not a pattern of Mr. Anderson's to miss his meetings.**

**Ms. Taxin concluded that, based on the Stipulation and Order, there is a questionable compliance issue at this time, but, in fairness to Mr. Anderson, the Board and Division should wait for an explanation.**

**Ms. Taxin stated that Mr. Anderson's supervisor should submit a more complete, extensive report.**

**Mr. de St. Aubin voiced a concern that Mr. Anderson may think he does not need to be**

**governed by the Social Work Board and the Stipulation and Order.**

**The Board requested Mr. Anderson be invited to meet for his probationary interview at the December 14, 2006 meeting.**

**10:40 A.M.**

Robert Marshall, Probationary Interview

Mr. Marshall met for his probationary interview.

Mr. Fisher conducted the interview.

**Mr. Fisher stated that Mr. Marshall's reports have been received and reviewed by the Board.**

**Ms. Taxin stated that Carol Williams sent her report and a list of goals of supervision that she developed. Ms Taxin asked Mr. Marshall if Ms. Williams reviewed the list with him.**

Mr. Marshall responded that he will get his copy out so that he has it in front of him to review with the Board

Mr. Marshall stated that he and Ms. Williams sat down and wrote up some goals a couple of days ago. He stated that it was important for her to write down that he would not work more than 40 hours a week. He commented that he does not do more than 40 hours a week in this position as he did in the past. He stated that the number 2 goal is for him to be aware of transference and counter transference. Mr. Marshall stated that this area has been an issue for the last 2 years. He stated that he and Ms. Williams discuss counter transference each week in each session and they review his work to be sure there is no counter transference on his part or his clients part. He explained that Ms. Williams had been walking in and out of his sessions but, as of this week, she attends his group sessions and they co-facilitate the sessions.

**Ms. Taxin asked if having Ms. Williams co-facilitate the session is helpful to Mr. Marshall.**

Mr. Marshall responded that it is another hour out of Ms. Williams' day but he does not have a problem with her co-facilitating his group sessions.



**Mr. Fisher asked if the expectation is for Ms. Williams to continue to attend each group session every week.**

**Ms. Taxin responded that it is not the expectation of the Division or Board but Ms. Williams should drop in at random to observe, however, Mr. Marshall may ask Ms. Williams to attend if he has some specific issues that he would need her support.**

Mr. Marshall stated that Ms. Williams has supervised people on probation before and did not need to observe them in sessions.

**Mr. Fisher commented that Ms. Williams is not required to co-facilitate Mr. Marshall's groups but should drop in at random and stay for a period of time to observe.**

**Ms. Taxin stated that Ms. Williams should then report random observation of x number of clients and that she reviewed x number of case files. Ms. Taxin stated that Ms. Williams reported in her last report that parents were frustrated after Mr. Marshall's sessions. Ms. Taxin stated that Ms. Williams report for this meeting documents that Mr. Marshall is working on keeping his commitments and is building relationships with co-workers, parents and peers.**

**Mr. Frandsen asked how many group sessions Mr. Marshall conducts.**

Mr. Marshall responded that he does "good bye" sessions when clients are leaving the program most weeks, grief and loss sessions when needed and substance abuse sessions each week.

**Ms. Taxin asked how many adolescents are in the program.**

Mr. Marshall responded that there are 29 clients in the program and his case load varies from 8 to 14 adolescents.

**Mr. Fisher stated that the program is for adolescent girls. He asked if most are there for substance abuse.**

Mr. Marshall responded that most are there for substance abuse but some are run away girls.

**Mr. Fisher asked how Mr. Marshall is doing in setting his boundaries.**

Mr. Marshall responded that when he was at this agency before he was saying that the program requires too much of the therapist as he was working 36 to 42 sessions per week, conducting training sessions, doing supervision and constructing a transitional living program. He stated that he now works 40 hours a week, spends more time with his family and feels his boundaries are more secure. He stated that the owner of this agency owned the agency where the incident took place that caused him to be on probation. Mr. Marshall stated that Ms. Williams has known him for about 12 years and both he and Ms. Williams are of the opinion that it was a good decision for him to work for the agency.

**Mr. de St. Aubin asked what he finds most challenging at this agency.**

Mr. Marshall responded that sometimes he is bored with the job. He stated it is similar clientele that he has worked with for many years.

**Ms. Taxin asked if it is not challenging because Mr. Marshall is not dealing with new issues.**

Mr. Marshall responded that he wants to work somewhere that he feels safe, where people know him and know what is going on with him. He stated that the newest thing he could do would be to go to the conferences where all the parents fly in and he would go over everything he is doing with their child. He stated that he has not gone to a conference yet but plans to go the next time it is available.

Mr. Marshall then asked if the Board had time for him to go over the assignment he was given.

**Ms. Taxin responded that there would be time.**

Mr. Marshall explained that he discussed a client who had given her sister drugs and the sister died from the drugs. Mr. Marshall stated that Mr. Fisher suggested he go see a therapist regarding the issue and he informed the Board that he had already tried a therapist and knew what the therapist would say to him. Mr. Marshall explained that he informed the Board that he would like to go to a Utah NASW meeting to discuss the issue. He stated that he did go to the Utah NASW meeting and explained the issue. Mr. Marshall stated that one person met with him and was very empathetic and emotional as he had had a similar incident. Another person he spoke with had an incident about 10 years ago and he was more disconnected. He stated that his own experience was conflicted and he does not really know how much was his responsibility. He stated that he still believes that he does have some responsibility. Mr. Marshall stated that he knows it was not his fault but there is still some accountability for him.

Mr. Marshall again asked the Board for some ideas.

**Mr. Fisher asked if Mr. Marshall has explored other possibilities.**

Mr. Marshall responded that Mr. Fisher would have to be more specific.

**Mr. Fisher then asked Mr. Marshall what he is looking for.**

Mr. Marshall responded that he does not know what he is looking for.

**Ms. Taxin asked if the client is currently in the program.**

Mr. Marshall responded that the client was released prior to the incident.

**Mr. de St. Aubin asked if the agency staffed the issue of whether the client was safe to be released to go home.**

Mr. Marshall responded that the agency did staff the issue regarding release of the client. He stated that he would not have made the decision of a release by himself.

Mr. Marshall stated that he has talked with the parents and there is no blame toward him from them.

**Mr. Fisher commented that he was not sure what the Board could do to help Mr. Marshall.**

**Ms. Taxin commented that the situation was really sad. She asked if Mr. Marshall was focused on his sessions during the time the client was at the facility.**

Mr. Marshall responded that he has considered if he was focused on the client or on the release. He stated that he thinks he was focused as others saw him as succeeding with the client.

**Ms. Taxin commented that Mr. Marshall said he was the primary therapist. She asked about the involvement of others.**

Mr. Marshall responded that it helped him to talk with the parents. He stated that he has been told that the client made the choice to give the drugs to her sister and he is not responsible. Mr. Marshall stated that he does not believe he is not responsible.

**Mr. de St. Aubin commented that what happens is people try to convince a person that something was not their fault but there is part of the person that will never believe there was not something they could have done differently. Mr. de St. Aubin stated that Mr. Marshall might find insights from the grief and loss groups that he teaches.**

**Ms. McAfee stated that it appears Mr. Marshall is still struggling with the incident and that is normal. She commented that therapy might be helpful even though he has said he knows what the therapist would say. Ms. McAfee stated that Mr. Heaton, his former therapist, might not be the right therapist for this type of situation and Mr. Marshall might want to find someone else. Ms.**

**McAffee commented that the Board can try forever to convince him that he was not at fault but as long as Mr. Marshall takes ownership nothing will change his mind. She stated that the whole grieving process does take time and maybe Mr. Marshall has not completed the process.**

**Ms. Taxin commented that there might be some facts of the case that Mr. Marshall has not shared with the Board but could share with someone else which might be the reason he is feeling so responsible.**

Mr. Marshall agreed but did not say anything.

Mr. Marshall stated that the Board has nothing to suggest. He stated that he talked with the parents and 2 other people and will now seek others to talk with. He stated that maybe he has expectations that could not be met.

**Ms. McAfee asked if he has seen his clergy.**

Mr. Marshall responded that he has talked with his clergy.

**Mr. de St. Aubin remarked that the Board is genuinely sad about the sadness this incident has brought to Mr. Marshall and his family.**

Mr. Marshall responded that maybe he will have to move on.

**Ms. Taxin suggested Mr. Marshall inform Ms. Williams of his situation and to inform her that she is welcome to contact Ms. Taxin if it is necessary.**

**An appointment was made for Mr. Marshall to meet again in January 2007. Ms. McCall will notify Mr. Marshall of the specific date when the schedule has been arranged.**

**11:00 A.M.**

Jan Wimmer, Probationary Interview

Ms. Wimmer met for her probationary interview.

Board members and Division staff were introduced.

Mr. de St. Aubin conducted the interview.

**Mr. de St. Aubin explained that this is Ms. Wimmer's first appointment and the expectations of her probation are outlined in the Memorandum of Understanding (MOU). He explained that the Board is a support in her probation to help her be successful in meeting the requirements.**

**Mr. de St. Aubin asked Ms. Wimmer to share information regarding what brought her to be on probation.**

Ms. Wimmer explained that she started working as a Substance Abuse Counselor and a Social Service Worker about 18 years ago in Logan, Utah. She then explained what brought her before the Board. Ms. Wimmer commented that she takes the well being of her clients very seriously and she is of the opinion that once a person is a client, they are always a client.

**Ms. Taxin asked how Ms. Wimmer thinks the client viewed the relationship.**

Ms. Wimmer responded that the client thought the relationship was moving into a romantic situation.

**Mr. de St. Aubin asked if the moving toward a romantic relationship was a mutual agreement.**

Ms. Wimmer responded that she knew the client as a friend prior to the therapeutic relationship. She then explained that after the therapeutic relationship was established it became romantic for a short time. She stated that she believes the client looked up to her as a friend and their relationship boundaries became blurred due to the history of their relationship.

Ms. Wimmer did note that she disclosed to her supervisor that she and the client had a history of friendship. She stated that the supervisor directed her to see him therapeutically.

**Ms. Taxin asked Ms. Wimmer to explain to the Board her current employment.**

Ms. Wimmer responded that she received her Certified

Social Worker license but was disappointed that it said a probationary license. She stated that her previous employer called her and asked if she was ready to work for them again. She stated that she had been stressing over being unemployed. Ms. Wimmer stated that she was afraid she would have to drive to Ogden for employment. She stated that she took the position in Logan and is salaried at 30 hours a week with Uinta Academy and her supervisor is Mashelle Boswell, an LCSW. She stated that the owner of the agency is Becky Simpson. Ms. Wimmer explained that the agency is for adolescent girls and many have been adopted, have attachment and drug issues and problems regarding who their real parents are. She explained that she has 7 girls that she does 2 sessions a week with and there is one family session by telephone once a week. Ms. Wimmer stated that eventually she will be doing other groups that will probably be substance abuse groups.

Ms. Wimmer stated that Mashelle Boswell is her supervisor. She explained that they are not friends and have only a professional relationship. She stated she trusts Ms. Boswell and has talked to her about being on probation. Ms. Wimmer commented that Ms. Boswell has very good boundaries.

**Ms. Taxin commented that she has talked with Ms. Boswell and explained the nature of what is required as a supervisor. She stated that Ms. Boswell commented that she has read the MOU several times.**

Ms. Wimmer responded that Ms. Boswell has read the MOU several times and has commented to Ms. Wimmer that she is documenting a little more that she needs to.

**Mr. Fisher asked if Ms. Wimmer is also meeting with the Substance Abuse Counselors Board.**

**Ms. Taxin responded that the Substance Abuse Counselor (LSAC) license is also on probation but the Social Work Board will monitor both probations. Ms. Taxin explained that Ms. Wimmer is required to maintain both licenses and to obtain the 40 hours of continuing education (CE) for the**

**LSAC license as well as an additional 6 hours in ethics and boundaries.**

Ms. Wimmer submitted documentation of completing 8 hours of CE in Ethical Decision Making in Social Work. She asked the Board to accept the hours as meeting the requirement of 6 hours in ethics and boundaries.

**Ms. Taxin commented that normally the Board must pre-approve courses. She stated that Ms. Wimmer had talked with her regarding the course and she informed Ms. Wimmer that the Board would probably accept the course but would have to review and formally make the decision.**

**Mr. de St. Aubin asked Ms. Wimmer to what extent did the course discuss boundary violations and transference and counter transference issues.**

Ms. Wimmer responded that the course reviewed a lot on boundaries. She stated that there were “what if” scenarios for her to work through.

**Mr. Frandsen made a motion to accept the course as meeting the requirement of 6 hours of CE in the area of ethics and boundaries.**

**Ms. Stowe-St. Clair seconded the motion.**

**The Board vote was unanimous.**

**Mr. de St. Aubin asked if the Board is responsible to monitor the 40 hours for the LSAC.**

**Ms. Taxin responded that the Social Work Board does not monitor the 40 hours for the LSAC license but Ms. Wimmer will have to have the hours completed by May 31, 2007 to renew the license.**

Ms. Wimmer submitted another letter from the owner of the Academy. She stated that the MOU was read and the letter written.

**Ms. Taxin responded that the supervisor and employer will be required to submit monthly reports and they should be submitted by the end of**



**each month in order to be available for Ms. Wimmer's appointments.**

Ms. Wimmer commented that the MOU states that the reports are due every 6 months.

**Ms. Taxin read through the MOU and responded that the employer reports may be submitted on a 6 month basis but the supervisor reports must be received monthly for now. Ms. Taxin stated that the reports should document how Ms. Wimmer is doing in her group sessions, how she interacts with the groups and the parents, how she would react if another situation were to arise regarding boundaries, transference and counter transference issues.**

**Ms. Taxin explained that normally the appointments are about 20 minutes but this was one was longer as it was the first appointment.**

**An appointment was made for Ms. Wimmer to meet again in January 2007. Ms. McCall will notify Ms. Wimmer of the specific date when the schedule has been arranged.**

## **DISCUSSION ITEMS:**

FYI

Ms. Taxin stated that she has received a letter from Curtis Watson requesting termination of his probation. She stated that the letter states that he is trying to sell his home and is now employed with William Endy as his supervisor. She stated that a letter from Dr. Endy was received documenting that he would supervise Mr. Watson. She asked if the Board would like to consider terminating Mr. Watson as he has completed 2 years and 2 months of his 3 year probation.

**Mr. Fisher responded that, considering the length of time Mr. Watson has been on probation, he is in the time frame to be approved for early termination of his probation.**

**Mr. Fisher also stated that, based on the previous letter requesting early termination of probation, Mr. Watson has learned from the experience and has a good understanding of what got him in**

**trouble and how to keep himself from letting a similar situation happen again.**

**Mr. Fisher stated that he is willing to consider early termination of probation.**

Ms. Taxin stated that if the Board recommends termination of probation the Board cannot require Mr. Watson to meet again with the Board.

**Mr. Frandsen recommended the Board terminate Mr. Watson's probation based on Mr. Watson demonstrating growth and understanding and being consistently cooperative with the Board and the terms of the probation.**

Ms. Taxin commented that Mr. Watson has consistently made sure all reports were submitted and he has met all requirements of the probation except completing the 3 years of time.

**Mr. de St. Aubin commented that nothing would change by holding Mr. Watson on probation for another month as he understands the issues involved and has demonstrated good boundaries in his work, as has been reported. Mr. de St. Aubin stated that he is supportive of terminating probation.**

**Mr. Fisher commented that he is comfortable with terminating probation as the new supervisor has submitted a letter stating he has read the Stipulation and Order.**

**Ms. Stowe-St. Clair commented that Mr. Watson demonstrated last month that he knows how to obtain help when he is in need as he took steps to get himself out of his depression.**

**Ms. McAfee commented that Mr. Watson has worked hard to complete his probation requirements.**

**Mr. de St. Aubin commented that Mr. Watson has completed all requirements except the time and serving more time may not be any help to him.**

**Ms. Taxin asked if the Board would like her to contact Mr. Watson's supervisor to verify that he has no concerns regarding Mr. Watson being a safe practitioner and then move forward with the process of terminating probation if the supervisor has no concerns.**

**Mr. Frandsen made a motion to terminate Mr. Watson's probation pending a positive report from Mr. Watson's supervisor.**

**Ms. McAfee seconded the motion.**

**The Board vote was unanimous.**

FYI

Tammer M. Attallah has been appointed as a Board member to replace Kathryn Della-Piana. **Board members noted the change.**

FYI

The Board reviewed Jose Gabriel Valdez, LCSW, surrender Stipulation and Order. **No action taken.**

Review Rules and Social Service Worker  
Scope of Practice

Ms. Taxin stated that she distributed information prepared by herself and Judi Jensen, AAG, and information from another State regarding the scope of practice for the Social Service Worker, SSW. Ms. Taxin stated that Board responses were helpful comments.

Ms. Taxin reviewed the Law, 58-60-202(4)(a)(b)(c), regarding the definition of practice as a Social Service Worker, commenting that this section reviews what the SSW can do. She then reviewed the Rule, R156-60-602(1) and (2) regarding supervision and scope of practice for the SSW. Ms. Taxin asked the Board to specifically review (2), "the scope of practice of the SSW shall be in accordance with a written social work job description approved by the licensed mental health therapy supervisor, except that the SSW may not engage in the supervised or unsupervised practice of mental health therapy.", and commented that this is the section on scope of practice that needs to be better clarified.

Ms. Taxin stated that the CSW may currently supervise the SSW and she suggested the Board leave

that for now.

**Ms. Stowe-St. Clair commented that the supervision does always need to be once a week but patient management activities must be supervised.**

**3:15 P.M. – Mr. Frandsen left the meeting.**

**Mr. de St. Aubin commented that the practice of social work is broader than just mental health therapy and providing services. He continued that the SSW provides case management services under the supervision of a mental health therapist.**

**The Board requested the following language be included in the Rules to describe the duties of the SSW:**

**Case Management is a method of providing services which include:**

- 1. assessing the needs of individuals, couples, families, groups, organizations and communities;**
- 2. educating, arranging, coordinating, monitoring, evaluating and advocating for a package of multiple services to meet the specific client's needs.**

**The Board requested further discussion at the December 14, 2006 Board meeting.**

Prepare a List of Colleges and Universities where additional courses are available for SSW licensure

Ms. Taxin reminded the Board that they need to develop a list of Colleges and Universities where the Practice Methods Course for SSW licensing is available.

Ms. Taxin stated that BYU has one course that covers the Practice Methods. She stated that the Board and Division will have to be a little flexible until the requirements are better defined.

**Mr. de St. Aubin responded that the University of Phoenix offers the Practice Methods course.**

Ms. Taxin explained that she has talked with Elise Hutchings as Kym Myer, Utah NASW Executive Director, was out of town, regarding availability of

courses and the need to make a change in the Law regarding supervision. She stated that there are social workers who are practicing in confusion as the CSW is allowed to supervise the SSW but an LCSW cannot until they have been licensed as an LCSW for 2 years.

**Ms. Stowe-St. Clair commented that she would like to have the Law require the SSW to complete the Bachelor of Social Work.**

Ms. Taxin responded that we would rather have people educated and licensed as there are people who are practicing without a license of any type.

**Mr. Fisher stated that the University of Utah offers a course through the substance abuse program.**

Ms. Taxin responded that the program is a substance abuse program and she did not think it was equivalent to the SSW practice methods course.

Ms. Taxin stated that the 3<sup>rd</sup> option for SSW licensing should be taken out of the Law as it will allow for a Bachelor degree in any field if the person takes additional courses. She stated that the Law cannot be changed right now but we can adapt the rules. Ms. Taxin listed the following Colleges and Universities in Utah that will have the social work courses:

Utah State University in Logan,  
Weber State University in Ogden,  
University of Utah in Salt Lake City,  
Brigham Young University in Provo, and  
University of Phoenix.

Ms. Taxin clarified that the University of Phoenix does not have a degree in social work available but they do offer courses that will meet the SSW education requirement.

**Mr. Fisher stated that the Board has responsibility to protect the profession as well as the public by listing where the courses are available.**

**Ms. Stowe-St. Clair remarked that the Board is not stopping people from taking additional courses from any education program.**

Ms. Taxin stated that she has talked with these unlicensed people and discovered that many have worked for agencies for 2 years and think they are qualified by courses they have taken to be licensed and then find they do not qualify.

**Ms. Stowe-St. Clair responded that the State needs to start doing something with the organizations, agencies and facilities who hire these unlicensed people.**

Ms. Taxin asked for further discussion at the next scheduled meeting.

Title Protection – Appropriate names the levels of licensure may use

Ms. Taxin asked if it is acceptable and appropriate to present oneself as Social Worker if they are a Social Service Worker.

**Ms. Stowe-St. Clair responded that she always presented herself as a Bachelor in Social Work.**

Ms. Taxin again asked if it is appropriate for a SSW to say they are a social worker.

**Mr. Fisher, Ms. Stowe-St. Clair, Ms. McAfee and Mr. de St. Aubin all responded that, professionally speaking, it would be appropriate for any level of social worker to say they are a social worker.**

Ms. Taxin asked how the public would know what level of license the person holds.

**Mr. de St. Aubin responded that most people want others to know they can do mental health therapy and would then include the LCSW or CSW reference to the social worker title.**

Ms. Taxin commented that her goal is to make the Social Work Law and Rule very clear but in the meantime it will be acceptable for all social workers to use the title of social worker.

**The Board responded that Ms. Taxin is correct.**

Pre-Approval for ASWB Social Work Examinations

Ms. Taxin explained that she received a call from ASWB asking if Utah would start approving

candidates to take the ASWB examinations. She stated that Utah is one of the 3 or 4 States that has ASWB approving for examinations as all other States do a pre-approval.

Ms. Taxin stated that she asked for documentation and an explanation to be submitted for her to review before a decision is made.

Ms. Taxin stated that information was sent and reviewed and she would like to consider pre-approving applicants for the examinations.

She explained that the Utah process is for an application to be pending for a short period of time. She stated that the social work applications are a large amount of our work which would mean the applications would have to be reviewed, approved for the examination and could sit in pending for a long period of time until the exam has been taken and passed.

**Mr. Fisher clarified that ASWB is requesting the applications be submitted and reviewed for approval to sit for all levels of the ASWB examinations.**

Ms. Taxin responded that he is correct. She explained that the process now is the examination can be taken by anyone who has completed the education requirement. She stated that applications would be sent in for review and could be approved if the education requirement has been met or denied if it has not been met.

Ms. Taxin stated that she has contacted other States and found that all the Eastern States and most of the Western States do pre-approve for the examinations. She stated that none of the States she called manage the amount of Boards and Professions that she and her group manage.

Ms. Taxin stated that the Division and Board would have to review the Law and Rule to be sure we could assume the responsibility and, if we do start to pre-approve, the application would have to be changed.

Ms. Taxin explained that the process would be to graduate, apply to take the examination, be approved and take the examination. She stated that, if the Division pre-approves for the examination, she would like a specific time period for the applicant to take and pass the examination.

**Mr. de St. Aubin asked if the applicant would be denied licensing if they failed to take and pass the examination within the specific time period.**

Ms. Taxin responded that the application would be denied.

Ms. Taxin explained that she is thinking that 4 months would be a good time frame as an applicant could take the examination twice in that period. She stated that if the examination is not taken and passed the application would be denied and the applicant would then have to start over on the process.

Ms. Taxin stated that she is considering implementation in January 2007.

**Mr. de St. Aubin commented that he has a concern that taking the examination before graduation will devalue the curriculum. He recommended the education be completed before approval for the examinations.**

Ms. Taxin responded that the CSW applicant would have completed the MSW program but the SSW might be in that 3<sup>rd</sup> category where they are required additional courses. She stated that her preference is to continue the way we are currently.

**Mr. Fisher commented that Ms. Taxin would have to start preparing the Utah schools for the change.**

Ms. Taxin agreed. She stated that she will start the process and have a 4 month window for the examination to be taken and passed.

#### **CORRESPONDENCE:**

Debbie Sutherland, LCSW, Letter regarding Supervision

Ms. Taxin read Ms. Sutherland's letter regarding Ms. Sutherland having been approved to supervise one full



time CSW, one full time CSW Intern and four part time CSW's. Ms. Sutherland stated in her letter that she is leaving the Family Support Center and requested Bonnie L. Peters, LCSW, be approved to take over the supervision until Ms. Sutherland has been replaced.

**Mr. de St. Aubin commented that Ms. Peters is a very good supervisor but he has some concerns due to the number of people to supervise.**

**The Board recommended that Ms. Peters be approved. The Board also recommended, based on the time involved in quality supervision, that another LCSW must be hired by the agency within 6 months to take over some of the load of supervision.**

#### ASWB Correspondence

The Board reviewed the following ASWB correspondence:

1. Association News, August 2006. **The Board reviewed the newsletter and requested Ms. McCall contact ASWB regarding the Board members names and addresses as Mr. Fisher is not receiving this newsletter.**
2. 2006 ASWB Bylaws Amendment Proposals. **The Board reviewed with no action taken.**
3. Candidates for November Elections. **The Board noted that Ms. Smith will be attending the November meeting. The Board recommended the information be sent to Ms. Smith to vote as Ms. Taxin recommended and vote on other issues based on information provided.**

#### **NEXT MEETING SCHEDULED FOR:**

Ms. Taxin reviewed the November schedule with the Board regarding the Board meeting on November 9 and a Hearing scheduled for November 20, 21, 2006.

**The Board recommended the November meeting be cancelled based on the 2 day Hearing and the probationers be rescheduled for December as there are 3 November people and 2 December people.**

**The Board noted that the next meeting will be December 14, 2006.**

FYI

Ms. Taxin explained the November 20, 21, 2006 Hearing process. She stated that the Hearing is a court case and the Board is the jury for the case. She explained that, after hearing the facts, the Board may find the licensee did not violate the Law or they might find that the licensee did violate the Law. Ms. Taxin asked the Board members to think about their options if they find the licensee did violate the Law and if they conclude that a probationary Order is appropriate, to include requirements that will be easy for the Board to monitor and keep consistency with other Stipulation requirements.

**Mr. de St. Aubin asked if the case is going to a Hearing as the licensee contests the charges.**

Ms. Taxin responded that the licensee did contest the charges and did not want to surrender the license. She stated that the licensee has the right to a hearing and requested one.

**Mr. Fisher asked what options the Board will have.**

Ms. Taxin responded that the options are:

1. Recommend the licensee be placed on probation,
2. Recommend the license be surrendered,
3. Recommend the license be suspended, or
4. Recommend the license be revoked.

Ms. Taxin concluded that Judge Eklund will walk them through the process and explain the options in more depth.

**Board members thanked Ms. Taxin for explaining the process.**

**MEETING ADJOURNED AT:**

4:00 P.M.

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Date Approved

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Chairperson, Utah Social Work Licensing Board

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Date Approved

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Bureau Manager, Division of Occupational &  
Professional Licensing